

**From:** "Blair Taylor" <btaylor@memphistomorrow.org>  
**To:** "William L. Gibbons (wgibbons)" <wgibbons@memphis.edu>  
"Adams, Ben C." <badams@bakerdonelson.com>  
**Date:** 6/7/2018 11:26:47 PM  
**Subject:** RE: updated version of presentation

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I hate to say it but I think the mayor's team has missed some opportunities that we have encouraged..e.g. significant recruitment bonuses for lateral recruits from other departments, raises for cops to make their pay much more competitive (esp since we don't have pensions and most others do), and more cars for cops/psts to take home...

Yes, it's hard. But the mayor even just recently with bronczek said we needed to increase pay but that he can't afford to do that "until we grow our economy". I think we need to open this and other things above up for discussion with him. I also mentioned to Doug that I think we need an MT HR advisory committee / brain trust group meeting to support Alex in problem solving each month. She's left on maternity leave for two months so it'll have to wait.

Blair Taylor  
President  
Memphis Tomorrow  
22 North Front Street, Suite 670  
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From: William L. Gibbons (wgibbons) [mailto:[wgibbons@memphis.edu](mailto:wgibbons@memphis.edu)]  
Sent: Thursday, June 7, 2018 10:04 PM  
To: Adams, Ben C. <[badams@bakerdonelson.com](mailto:badams@bakerdonelson.com)>  
Cc: Blair Taylor <[btaylor@memphistomorrow.org](mailto:btaylor@memphistomorrow.org)>  
Subject: Re: updated version of presentation

Well, it's all contingent on them meeting the graduation targets and the attrition target they have set for themselves !  
That's what the mayor wants to happen. It is not easy.

Bill  
Sent from my iPhone

On Jun 7, 2018, at 9:48 PM, Adams, Ben C. <[badams@bakerdonelson.com](mailto:badams@bakerdonelson.com)> wrote:

This is great. How do you convince them of a realistic prospect of 278 officers in 2018?thx

Sent from my iPad

Ben C. Adams, Jr.  
Chairman and Chief Executive Officer  
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On Jun 7, 2018, at 5:37 PM, Blair Taylor <[btaylor@memphistomorrow.org](mailto:btaylor@memphistomorrow.org)> wrote:

Thanks Bill!

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From: William L. Gibbons (wgibbons) [<mailto:wgibbons@memphis.edu>]

Sent: Thursday, June 7, 2018 5:11 PM

To: Blair Taylor <[btaylor@memphistomorrow.org](mailto:btaylor@memphistomorrow.org)>

Subject: Fw: updated version of presentation

Blair,

Attached is the power point for Monday's MT meeting. Note that I have included the entire plan per your request. However, it is the parts highlighted in BLUE on which I will focus.

By early tomorrow afternoon, someone from the office will deliver to you the following inserts for your meeting packets:

- Annual report
- OSC informational cards
- Symposium invitations

Remember that I will be out of pocket tomorrow. If you need anything else, let Sam or Linda know.

Three other notes:

- Harold and Peppa met today and are set to go.

- I had a good meeting with Jim Boyd Tuesday. I will brief you at some point. I think everything is fine.

- I have notified Janice that her services will no longer be needed after July. She was very gracious.

Bill Gibbons  
Executive Director  
Public Safety Institute

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From: Brona Pinnolis <[bpinnolis@memphiscrime.org](mailto:bpinnolis@memphiscrime.org)>  
Sent: Thursday, June 7, 2018 4:45 PM  
To: Linda Russell  
Cc: William L. Gibbons (wgibbons)  
Subject: updated version of presentation

Linda, I added the inserts and Bill has done his first go-over. He has a hard copy of the second revised draft. I've saved this in the M drive under POWERPOINTS, with this name: *POWERPT -FED EX - 6-11-2018-BP edits*. But I also have attached it here in case you want /need to work on this out of the office.

Brona E. Pinnolis, JD  
Vice President for Strategic Implementation  
Memphis Shelby Crime Commission  
600 Jefferson, Suite 400  
Memphis, TN 38105  
Direct Line: 901-507-4192

<image002.png>

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